Exhibit 10

LOUIS PIA Contains Highly Conf. Testimony Keith Fischer, et al. vs GEICO

August 13, 2024 1-4

1	Page 1	1	Page 3
2	IN THE UNITED STATES DISTRICT COURT	2	STIPULATIONS
3	FOR THE EASTERN DISTRICT OF NEW YORK	3	
4	Х	4	IT IS HEREBY STIPULATED AND AGREED by and
	KEITH FISCHER, MICHAEL O'SULLIVAN, JOHN MOESER,	5	between the attorneys for the respective parties
5	LOUIS PIA, THOMAS BARDEN, CONSTANCE MANGAN,		
	and CHARISE JONES, individually and on behalf	6	herein, that filing, sealing and certification,
6	of all others similarly situated,	7	and the same are, hereby waived.
7	Plaintiffs, -against- Case No.	8	
0	2:23 Civ. 2848 (GRB) (ARL)	9	IT IS FURTHER STIPULATED AND AGREED that
9	2 25 0211 2010 (0.02) (1.002)	10	all objections except as to the form of the
10	GOVERNMENT EMPLOYEES INSURANCE COMPANY	11	question shall be reserved to the time of the
	d/b/a GEICO,	12	trial.
11		13	
12	Defendant.	14	IT IS FURTHER STIPULATED AND AGREED that
13	Х	15	the within deposition may be signed and sworn to
14	August 13, 2024	16	by an officer authorized to administer an oath,
15	10:00 a.m.	17	with the same force and effect as if signed and
16 17	BYAMTMATTON DEPONE TRAIN - 5 TOUTO PT	18	sworn to before the Court.
17 18	EXAMINATION BEFORE TRIAL of LOUIS PIA, a Plaintiff, taken by counsel for the	19	
19	Defendants, pursuant to Order, held at Duane	20	
20	Morris, L.L.P., 1540 Broadway, New York, before	21	
21	Tiffanie Jones, a Notary Public for and within	22	
22	the State of New York.	23	
23			
24		24	
25		25	
	Page 2		Page -
1		1	PROCEEDINGS
2	APPEARANCES:	2	THE VIDEOGRAPHER: Good morning. We
3		3	are on the record, and the time is
4	OUTTEN & GOLDEN, L.L.P.	4	approximately 10:00 a.m. Today's date
5	Attorneys for the Plaintiffs	5	is August 13th, 2024. This is Media 1
6	685 Third Avenue, 25th Floor	6	of the video deposition of Louis Pia, in
7	New York, New York 10017	7	the matter of Keith Fischer, versus
8		8	Government Employees Insurance Company.
9	BY: MICHAEL J. SCIMONE, ESQUIRE	9	The Index Number is 2:23 Civ. 2848 (GRB)
10	mscimone@outtengolden.com	10	(ARL).
11		11	My name is Ben Peretz, legal
			•
12	ZARKA SHABIR DSOUZA. ESOUTRE	12	videographer with Shereek Video in
	ZARKA SHABIR DSOUZA, ESQUIRE zdsouza@outtengolden.com	12	videographer with Shereck Video, in
13	zakka Shabir DSOUZA, ESQUIRE zdsouza@outtengolden.com	13	association with Esquire. Today, we're
13 14		13 14	association with Esquire. Today, we're at the office of the Duane Morris,
13 14 15		13 14 15	association with Esquire. Today, we're at the office of the Duane Morris, L.L.P., located at 1540 Broadway, New
13 14 15 16	zdsouza@outtengolden.com	13 14 15 16	association with Esquire. Today, we're at the office of the Duane Morris, L.L.P., located at 1540 Broadway, New York City.
13 14 15 16	zdsouza@outtengolden.com DUANE MORRIS, L.L.P.	13 14 15 16 17	association with Esquire. Today, we're at the office of the Duane Morris, L.L.P., located at 1540 Broadway, New York City. Would counsel please voice-identify
13 14 15 16 17	zdsouza@outtengolden.com DUANE MORRIS, L.L.P. Attorneys for the Defendant	13 14 15 16 17 18	association with Esquire. Today, we're at the office of the Duane Morris, L.L.P., located at 1540 Broadway, New York City. Would counsel please voice-identify yourself, and state whom you represent.
13 14 15 16 17	zdsouza@outtengolden.com DUANE MORRIS, L.L.P.	13 14 15 16 17	association with Esquire. Today, we're at the office of the Duane Morris, L.L.P., located at 1540 Broadway, New York City. Would counsel please voice-identify
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13 14 15 16 17 18 19	zdsouza@outtengolden.com DUANE MORRIS, L.L.P. Attorneys for the Defendant 1540 Broadway	13 14 15 16 17 18 19	association with Esquire. Today, we're at the office of the Duane Morris, L.L.P., located at 1540 Broadway, New York City. Would counsel please voice-identify yourself, and state whom you represent. MR. SLOTNICK: Good morning. My
13 14 15 16 17 18 19	zdsouza@outtengolden.com DUANE MORRIS, L.L.P. Attorneys for the Defendant 1540 Broadway	13 14 15 16 17 18 19 20	association with Esquire. Today, we're at the office of the Duane Morris, L.L.P., located at 1540 Broadway, New York City. Would counsel please voice-identify yourself, and state whom you represent. MR. SLOTNICK: Good morning. My name is Greg Slotnick, on behalf of
13 14 15 16 17 18 19 20 21	zdsouza@outtengolden.com DUANE MORRIS, L.L.P. Attorneys for the Defendant 1540 Broadway New York, New York 10036	13 14 15 16 17 18 19 20 21	association with Esquire. Today, we're at the office of the Duane Morris, L.L.P., located at 1540 Broadway, New York City. Would counsel please voice-identify yourself, and state whom you represent. MR. SLOTNICK: Good morning. My name is Greg Slotnick, on behalf of GEICO, from Duane Morris. MR. SCIMONE: Michael Scimone,
	zdsouza@outtengolden.com DUANE MORRIS, L.L.P. Attorneys for the Defendant 1540 Broadway New York, New York 10036 BY: GREGORY SLOTNICK, ESQUIRE	13 14 15 16 17 18 19 20 21 22	association with Esquire. Today, we're at the office of the Duane Morris, L.L.P., located at 1540 Broadway, New York City. Would counsel please voice-identify yourself, and state whom you represent. MR. SLOTNICK: Good morning. My name is Greg Slotnick, on behalf of GEICO, from Duane Morris.



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Kei	th Fischer, et al. vs GEICO		33–36
1	Page 33 L. PIA	1	Page 35 L. PIA
2	Q. Got it.	2	Flanagan?
3	Did you work in any employment	3	A. 45
4	positions after the Police Department, before	4	MR. SCIMONE: Objection.
5	you went to GEICO?	5	THE WITNESS: It was
	•	6	
6	A. Before I went to GEICO, yeah, I was a	7	MR. SCIMONE: Objection, but go
7	affiliated with the a a security firm,	8	ahead. THE WITNESS: \$45 an hour.
8	Top Security, Incorporated.		•
9 10	Q. What was your job position with Top	9	BY MR. SLOTNICK:
11	Security?	_	Q. Okay. So you do not currently work
	A. Scheduling security for retail stores.	11	for GEICO; correct?
12	The the name of the company was Circuit	12	A. At this time?
13	City. They're no longer in business.	13	Q. Yes.
14	Q. And how long did you work in that	14	A. No.
15	position for?	15	Q. And what titles did you hold while you
16	A. I would say would this be an	16	did work at GEICO?
17	estimate or a guess? I would say ten years	17	A. Before I retired?
18	approximately.	18	Q. Yeah. So if you strike that
19	Q. And do you recall when you first	19	What was your first job with GEICO?
20	started working at GEICO?	20	A. As a a SIU investigator.
21	A. Yes, it was in the year 2003.	21	Q. Did that job position change at any
22	Q. And just to confirm, did you, in fact,	22	point in time during your GEICO employment?
23	receive a pension from the Police Department?	23	A. Yes.
24	A. Yes.	24	Q. When did it change?
25	Q. And that was based on your years of	25	A. Well, let me let me backtrack, and
1	Page 34 L. PIA	1	Page 36 L. PIA
2	service; correct?		redact my answer. Yes, my my job
3	A. Yes.	3	description remained the same. My title
4	Q. Are you currently employed?	4	changed. I went from SIU investigator, and got
5	A. Yes.	5	promoted to lead investigator.
6	Q. Where do you work?	6	Q. When did that occur?
7	A. I work for Flanagan Security,	7	A. Again, I don't want to guess. An
8	approximately three to four days a month.	8	
9		9	estimate would be, like, 2017 maybe. Q. Did GEICO have different geographic
	Q. Is Flanagan Security a private		3 3 .
10	company?	10	regions where employees were assigned?
11	A. Yes.	11	MR. SCIMONE: Objection.
12	Q. Are they based in New York?	12	THE WITNESS: Yes.
13	A. Yes.	13	BY MR. SLOTNICK:
14	Q. And you work for them three to four	14	Q. And what region did you start in at
15	times a month, you said?	15	GEICO?
16	A. Yes.	16	A. I was only in one region my whole
17	Q. When did you first start working for	17	career at GEICO, Region 2.
18	Flanagan?	18	Q. And what geographic area was Region 2
19	MR. SCIMONE: Objection to this line	19	encompassing?
20	of questioning. I'll give you a little	20	A. The Metro New York City area, the five
21	leeway, but go ahead.	21	boroughs. Nassau and Suffolk County.
22	THE WITNESS: I'm going to say about	22	Q. And you only worked in Region 2 at

23 GEICO, you said?

24

25 or --



Q. And what's your rate of pay at

a year ago. 24 BY MR. SLOTNICK:

23

A. As opposed to, like, Region 5 in Texas

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Page 37 L. PIA L. PIA 1 1 2 Q. Yes. 2 was -- I was still a lead investigator, just 3 A. Yes. showing them the work that I did. Q. Did the -- strike that. 4 Q. Did each region have its own office? 5 A. I know Region 2 had their own office. 5 Was your move from a security 6 I don't know about the other offices. 6 investigator to a lead investigator a promotion 7 Q. Where was the Region 2 office located? 7 at GEICO? 8 A. It was in the GEICO building on 8 A. Yes. 9 9 Woodbury Road, Nassau County. Q. Did you apply for the lead security 10 role? 10 Q. Which town is that in? A. Woodbury -- well, is it Woodbury or 11 A. I would say yes, but I would also add 11 12 Syosset? Possibly one of the two. 12 that that option of applying was removed from Q. Okay. On Long Island? 13 only my region for several years, and was still 13 14 available in the other regions nationally in --A. Yes. Q. And you describe yourself as an SIU in the GEICO company. 15 15 16 investigator in your first title; is that Q. Do you know why that was? 16 17 correct? 17 A. My opinion or fact? 18 A. Yes. 18 Q. If you know. 19 Q. What were your job responsibilities in 19 A. Well, I mean, I -- I was told that the 20 that role? 20 Regional Vice President, John Pham, had a 21 21 A. I was assigned a -- a -- cases that -disliking for us as investigators, and removed 22 at the time, upon initial employment, we were 22 that personally from Region 2. 23 Q. Could you spell that individual's 23 assigned cases from claims examiners and --

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L. PIA 1 2 with respect to investigating fraud? A. We would do background, database 3 4 searches on the individuals named in the -- in 5 the claim. We would retrieve police reports,

Q. And what were your specific duties

24 where they suspected fraud was involved.

7 the scene locations. On occasion, inspect 8 medical facilities, conduct Examinations Under 9 Oath, take recorded statements from witnesses.

6 interview witnesses, respond, canvas, locate

10 and other things I -- I don't recall right now.

Q. And how did your responsibilities 12 change, if at all, when you became a lead 13 investigator?

A. Well, the responsibilities there --14 15 there's a -- there's a long gap in between, 16 from 2003 to 2017. So in 14 years, my 17 responsibilities changed. Number one is I got 18 substantial increase in -- in case load in 19 those 14 years. And as a lead investigator at

20 certain points in time, I was asked to either 21 train, or have new investigators accompany me 22 either on Examination Under Oaths or recorded

23 interviews.

25

11

24 That being said, I did not -- or it 25 did not come with any supervisory powers. I 2 Q. Who told you that that was the case?

L. PIA

3 A. Several -- several people. Coworkers, we would have discussions regarding that at --

at -- at team meetings. And to be guite honest

6 with you -- oh, well. Strike that. It didn't

7 come to light because what happened was: There

A. John -- J-o-h-n -- Pham -- P-h-a-m.

were only a certain amount of slots for the

lead investigators, and there was a time when

10 all those slots were taken. People were, you

know, hired and working in those -- in those

12 lead roles. Over the course of time, those

people retired, and those slots became

14 available.

24 name?

25

15 And I just happened to ask my 16 supervisor, Gerry Cassagne, if -- if the option 17 was, you know, available to fill those slots. 18 And he went -- and I believe Bill Newport was

19 the manager at that time -- and came back to me

and -- and Cassagne told me that -- that that

option was not available here, but he was going

22 to check to see if it was still available

23 nationally. And then, he came back and told me

24 that it was, in fact, available nationally.

25 And he would check with Bill Newport to see if



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L. PIA

1

- say that would be the -- the busiest time
- 3 regarding case load.
- Q. Before COVID hit, was there --4
- 5 A. So -- I'm sorry.
- Q. Before COVID hit, were there certain 6
- 7 times of the year that were busier than others?
- A. Yeah. I mean, like -- like you asked
- 9 me before, certain weeks and certain months
- 10 fluctuated. We used -- I used to keep a track,
- 11 as far as how many cases we got per month. So
- 12 even before COVID and before 2016, some months,
- 13 you got 30 cases; other months, you may have
- 14 gotten 34. You know, we -- I used to call
- 15 other investigators and say, you know, how many
- 16 cases did you get, you know, this month? But
- 17 then when COVID hit, that's when the case load
- 18 went, you know, total -- totally, you know, out
- 19 of control.
- 20 Q. When you say you called "other
- 21 investigators", who did you call?
- 22 A. I think I may have called Lewonka.
- 23 Q. Anyone else?
- 24 A. He was actually, you know, in my team.
- 25 I don't -- I don't recall. I'm sure I did, but

L. PIA

L. PIA

- 2 that was at the meetings, but I remember there
- was -- Mark Giambalvo was there, Keith Fischer,
- John Moeser, Lewonka, myself. There was Richie
- Lenihan. He was pretty vocal at the meetings,
- he's -- he's deceased now, but there was a --
- 7 Connie Mangan maybe was -- was present.
- 8 These monthly meetings that -- that
- 9 were scheduled, I believe all were requested to
- attend, unless you had other business -- you
- know, other GEICO business that you weren't
- 12 able to attend. So there were a lot of
- 13 associates or coworkers at these meetings, and
 - the topic of overtime was always brought up.
- 15 Q. Okay. It was brought up by these
- 16 individuals that you mentioned?
- 17 A. Yeah, and other individuals that I
- 18 don't specifically remember their name. The
- case load and -- and overtime.
- 20 Q. Were the monthly meetings in person?
- 21 A. The monthly meetings were in person.
- 22 And then, I think, during COVID, they had some
- 23 type of Zoom meetings.
- 24 Q. Were they your entire team, or the
- 25 entire -- the entire region, if you recall?

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1

2

- I don't recall specifically the names of the
- 3 other associates.
- 4 Q. And earlier, you testified that you
- used to ask for overtime for work above 38.75 5
- 6 hours: correct?
- 7 A. Yes.

1

- 8 Q. Okay. And I believe you used the
- phrase "we". You were told -- you said, "We
- were told no." 10
- 11 Is that correct?
- 12 A. Yes.
- Q. Who is "we" that you're referring to 13
- 14 there?
- 15 A. Myself and other coworkers.
- 16 Q. Which coworkers?
- A. Well, when I say "we", I did, you 17
- 18 know, converse with -- with other associates.
- 19 And also present at monthly meetings, where the
- 20 topic was brought up that, you know, other
- coworkers were -- were present, where we were 21
- 22 told that we weren't getting overtime.
- 23 Q. Which other associates are you
- 24 referring to specifically?
- A. Again, I -- I -- I can't name everyone 25

L. PIA

- A. The entire region, I don't -- meaning
- 3 the SI -- the whole entire region to SIU unit?
- 4 Q. Yeah. What was the scope of the
- invitees to these monthly meetings?
 - A. What do you mean by "scope"?
- 7 Q. So who was generally invited to these
- 8 meetings, if you know?
- 9 A. I don't know who -- who was invited to
- 10 the meetings because I didn't do the
- invitations; but unless you had other business,
- 12 which could be like an EUO scheduled or
- 13 something like that, the invitation to the
- 14 meetings -- now this is pre-COVID, okay -- was
- 15 to everyone, I believe, in the unit.
- 16 Q. Everyone in the SIU, are you saying?
- 17 A. In the SIU unit, I believe, yes.
- 18 Q. Was that only in Region 2, or was that
- 19 beyond Region 2?
- 20 A. I don't know what other regions did,
- 21 and I would -- I don't -- I could -- I could
- 22 say I -- I was never in a meeting in SIU unit,
- 23 other than Region 2. Like, I never attended a
- 24 -- a -- a SIU Region 5 meeting.
- 25 MR. SLOTNICK: We can go off the



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1	Page 217 L. PIA	1	Page 219 L. PIA
2	were done-done, but	2	BY MR. SCIMONE:
3	MR. SLOTNICK: Yeah.	3	Q. And you testified about that those
4	THE VIDEOGRAPHER: We are going off	4	home office meetings and your understanding of
5	the record, and the time is 15:14.	5	what went on there. Toward the end of the day,
6	(Short break was taken off the	6	you mentioned hearing something about that from
7	record.)	7	Marie Butler.
8	THE VIDEOGRAPHER: We are back on	8	My question is whether you learned
9	the record, and the time is 15:15.	9	about those meetings from any other source
10	EXAMINATION BY	10	besides Ms. Butler?
11	MR. SCIMONE, ESQUIRE:	11	MR. SLOTNICK: Objection.
12		12	THE WITNESS: Yes, I I learned
13	, ,	13	from Gerry Cassagne. He actually
14	know. I have a few followup questions about	14	attended one of the meetings with Bill
15	your testimony earlier today.	15	Newport. And when he came back, in sum
16	So you testified early in the	16	and substance, he was like, you know,
17	proceeding that it was your understanding that	17	Bill got his butt handed to him. We
18	the Regional Manager, John Pham, had a dislike	18	were really low in the nation regarding
19	for your region. Do you recall that testimony?	19	case load and things are going to
20	A. Yes.	20	change, and so on and so forth.
21	Q. Do you have an under any	21	BY MR. SCIMONE:
22		22	Q. And did you have any understanding
23	3 ,		from that conversation about what that meant
24	A. Yes, I I was led to believe and	24	for the unit, or for Mr. Newport, in terms of
25		25	his standing in the company?
	Page 218		Page 220
	Paue 210		
1	L. PIA	1	L. PIA
1 2		1 2	
	L. PIA		L. PIA
2	L. PIA And many of us SIU investigators were retired	2	L. PIA MR. SLOTNICK: Objection.
2	L. PIA And many of us SIU investigators were retired police officers.	2	L. PIA MR. SLOTNICK: Objection. THE WITNESS: I I the the
2 3 4	L. PIA And many of us SIU investigators were retired police officers. Q. You had testified in the course of the	2 3 4	L. PIA MR. SLOTNICK: Objection. THE WITNESS: I I the the company as a whole well, not the
2 3 4 5	L. PIA And many of us SIU investigators were retired police officers. Q. You had testified in the course of the day that you got cases re referred to you from different sources within GEICO. Do you recall that testimony?	2 3 4 5	L. PIA MR. SLOTNICK: Objection. THE WITNESS: I I the the company as a whole well, not the company strike that. The unit as a
2 3 4 5 6	L. PIA And many of us SIU investigators were retired police officers. Q. You had testified in the course of the day that you got cases re referred to you from different sources within GEICO.	2 3 4 5 6	L. PIA MR. SLOTNICK: Objection. THE WITNESS: I I the the company as a whole well, not the company strike that. The unit as a whole was going to be affected because
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2 3 4 5 6 7 8 9 10	L. PIA And many of us SIU investigators were retired police officers. Q. You had testified in the course of the day that you got cases re referred to you from different sources within GEICO. Do you recall that testimony? MR. SLOTNICK: Objection. THE WITNESS: Yes. BY MR. SCIMONE: Q. All right. Based on your understanding, what was the role of management, if any, in controlling or overseeing the flow	2 3 4 5 6 7 8 9 10 11 12 13	L. PIA MR. SLOTNICK: Objection. THE WITNESS: I I the the company as a whole well, not the company strike that. The unit as a whole was going to be affected because it would get and again, I was my understanding was putting myself in Bill Newport's shoes, and I I didn't want to go back there next year, and still be in the low-man, as far as case load. So there had to be a change and and there was. There was an increase in
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August 13, 2024 225-228

LOUIS PIA Contains Highly Conf. Testimony Keith Fischer, et al. vs GEICO

	Page 225			Dogo 227
1	Page 225 L. PIA	1	L. PIA	Page 227
2	Q. You testified as to meetings that John	2	CERTIFICATE	
3	Pham attended, where unpaid-time issues were	3		
4	raised. Is that accurate?	4	STATE OF NEW YORK)	
5	A. Yes.	5	:SS	
6	Q. Okay. Do you recall when those	6	COUNTY OF NEW YORK)	
-	· · · · · · · · · · · · · · · · · · ·	7	Coolif of New York ,	
7	meetings were?	8	I, TIFFANIE JONES, a Notary Publi	c within
8	A. They were the exact years, I do not	9	and for the State of New York, do here	
9	know, but it was pre-COVID.	10		Dy
10	Q. And you also testified with respect to		certify:	
11	Gerry Cassagne providing you information with	11	That the witness whose examination	
12	respect to the home office meetings; is that	12	hereinbefore set forth was duly sworn	
13	correct?	13	such an examination is a true record o	t the
14	A. Yes.	14	testimony given by such a witness.	
15	 Q. And all of your testimony with respect 	15	I further certify that I am not r	
16	to the home office meetings, is that all	16	any of these parties to this action by	blood or
17	through information that you learned through	17	marriage, and that I am not in any way	
18	speaking with Gerry?	18	interested in the outcome of this matt	er.
19	 A. Yeah, Bill Newport was another 	19	IN WITNESS WHEREOF, I have hereun	to set my
20	attendee, and I never heard anything from him	20	hand this 13th day of August, 2024.	
21	regarding that.	21		
22	MR. SLOTNICK: I have nothing	22		
23	further.	23	$\tau u \cdot 0$	
24	MR. SCIMONE: Neither do I. Thank	24	Tiffanis Jones	
25	you.	25	TIFFANIE JONES	
				D
1	Page 226 L. PIA	1	L. PIA	Page 228
2	MR. SLOTNICK: Thank you. All	2	INDEX	
3	right.	3	EXAMINATION OF LOUIS PIA	
4	THE VIDEOGRAPHER: This this	4		
5	concludes the video deposition of Louis	5	EXAMINATION BY	PAGE
	•	6	Mr. Slotnick	5-216
6	Pia. The time is approximately 15:24,	7		217-222
7	end of Media 7. We are off the record.	8		227 222
8	Thank you, everyone.	9	FIRTHER EXAMINATION BY	
9	THE REPORTER: Mr. Scimone, would	10		223-225
10	you like to purchase a copy of this	11	ni. Diodiion	223 223
11	transcript?	12		
12	3 3	13		
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14		14		
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16	· · · · · · · · · · · · · · · · · · ·	16		
17	concluded at 3:24 p.m.)	17		
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